



STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING


GRETCHEN WHITMER  
GOVERNOR

MICHAEL F. RICE, Ph.D.  
STATE SUPERINTENDENT

**MEMORANDUM**

**DATE:** June 3, 2021

**TO:** Local and Intermediate School District Superintendents  
Public School Academy Directors  
Local Education Agency Principals

**FROM:** Michael F. Rice, Ph.D., State Superintendent 

**SUBJECT:** Teaching Profession Playbook: Building a Strong and Diverse Teaching Profession - MEMO #COVID-19-197

This memorandum is to share the Learning Policy Institute report, titled [Teaching Profession Playbook: Building a Strong and Diverse Teaching Profession](#). The report, which provides strategies about building a strong and diverse teaching workforce, can be supported by federal funding under the American Rescue Plan (ARP). Its sections include:

- **High-Impact Recruitment Strategies**—observe experienced teachers; receive regular feedback; participate in intensive clinical practice in a classroom; and take courses in topics such as teaching methods, learning theory, child development, and student assessment.
- **High-Retention and Culturally Responsive Preparation**—teacher residencies and grow-your-own programs.
- **Effective Retention Strategies**—mentoring and induction for new teachers; creating opportunities for ongoing professional learning and growth; and establishing collaborative leadership structures and practices.
- **The Critical Role of Principals**—engaging in instructionally focused interactions with teachers; building a productive climate, facilitating collaboration and professional learning communities; managing personnel and resources strategically.
- **Competitive and Equitable Compensation**—competitive and equitable salaries; recognition for expertise and leadership, such as bonuses and stipends; and housing supports.

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In support of Goal 7 of Michigan's Top 10 Strategic Education Plan to increase the numbers of certified teachers in areas of shortage, districts may choose to use ARP funding to:

- develop a [Future Proud Michigan Educator Explore](#) course for students;
- develop grow-your-own programs for support staff to increase teacher diversity in partnership with [Michigan approved preparation providers](#);
- develop or expand mentoring and induction programs or expand and improve professional learning opportunities;
- enhance building leader professional development to increase teacher retention by improving the connection between feedback, professional growth, and educator evaluation; or
- increase teacher salary, particularly for early career teachers.

Please note that many of these ideas in support of addressing Michigan's teacher shortage are ones that the Michigan Department of Education (MDE) has supported and amplified over the past several months.

These resources are among several informational documents that MDE has shared, and will continue to share, with districts to support recovery efforts. In our local control state, we know that there is no single plan or direction plan appropriate for all of Michigan's 829 local school districts. In the coming months, MDE will continue to provide resources and information that may be of interest to you and your team as you rethink how best to serve children and develop your plans for the new, better normal in your district.

cc: Michigan Education Alliance  
Confederation of Michigan Tribal Education Directors